



# WORK-BASED LEARNING

## Employer-Led Solutions Addressing Workforce Development Needs

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Department of Workforce Development





# DWD'S PURPOSE

## Oversee & Administer Indiana's:

1. Workforce development research, training & program system (includes administration of both federal & state resources)
2. Unemployment insurance program
3. Work-based learning & apprenticeship system





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# What – So What – Now What?





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# What?



# What We Hear Most From Employers

One: “I need people today!”

Two: “I need to sustain long-term growth.”

**Meaning:** The #1 obstacle to business growth is a supply of Human Capital.



# Indiana's Workforce Challenge

Over the Next 10 Years

700K+  
Jobs to  
be  
replaced



300K+  
Jobs to  
be filled



Over  
1,000,000+  
Indiana  
Jobs





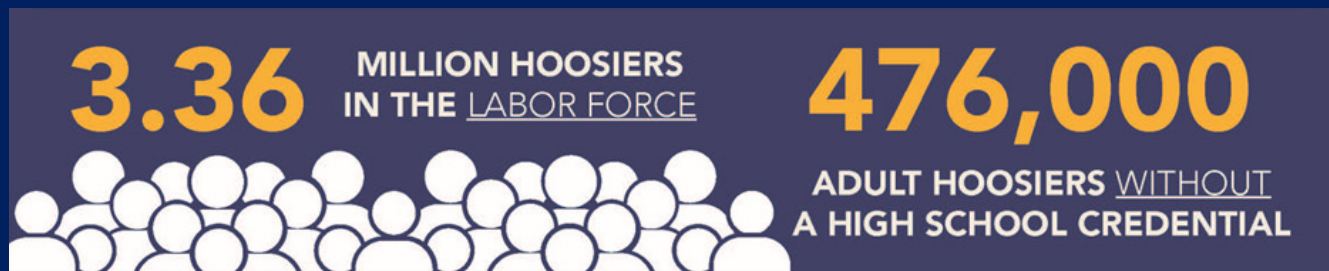
# A Quick Reminder:



(Note: ~30% of college freshmen will drop out by the end of the first year)



# Adults in Indiana



About 50% of those who enroll in Adult Education  
do so below a 6<sup>th</sup> grade level





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# So What?



# The Human Capital Issue

**BLUF: Not enough qualified candidates for employment.**

A stark imbalance exists between what employers need and what prospective employees are prepared to bring to the workforce.

Companies in major industries report that they are unable to grow and compete: **49% have unfilled job openings**, and **37% can't take on new business**.





# Strada Education Network – Gallup Poll

**Responses from 22,087 U.S. adults aged 18 to 65**

Q: From what resources or people did you get advice about the major or field you were going to study?

**A: Work-based sources were rated as most helpful (83%)** in choosing a major, but **only 20%** of respondents mentioned receiving employment-based guidance.

**MORE EMPLOYER INTERACTION AND PARTNERSHIP**  
**IS NEEDED AT THE SECONDARY SCHOOL LEVEL**



# These Statistics Beg the Question:

How do we set people up for  
success so that they can  
complete programs that lead  
to promising careers?





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# Now What?





# Three Main Objectives

One: Coordinate efforts to expand the DOL registered programs

Two: Develop and implement a framework of WBL pathways

Three: Build P3 statewide based on local economic needs





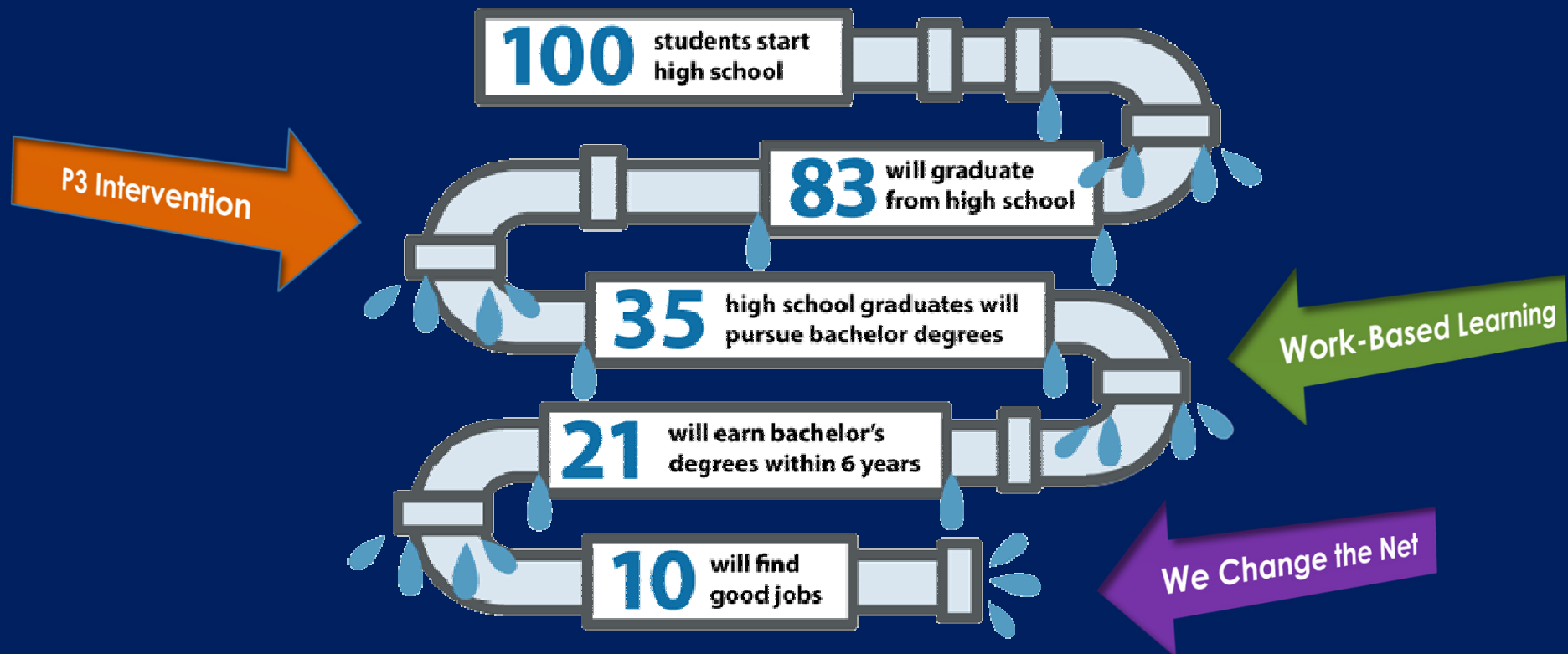
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Understanding  
Work-Based Learning



# Modified Journey of a High School Student





## THE CHALLENGE

Skill up approximately half million people without a high school credential.

## THE STATISTICS

Avg HS Dropout Cost  
Taxpayers More Than

**\$500,000**

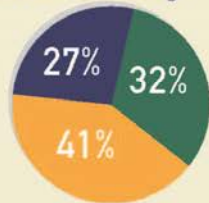
Source: Alliance for Excellent Education Issue Brief



Public Cost Per  
Participant

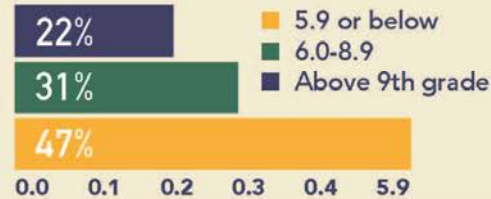
**\$1,050**

### Status at Entry

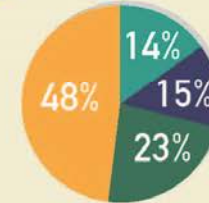


■ Employed  
■ Not Employed  
■ Not in Labor Force/  
majority  
incarceration

### Assessed Education Grade Level



### Age



■ 16-18  
■ 19-24  
■ 25-44  
■ 45-60

## THE SOLUTION

### ADULT EDUCATION PATH

**1 ENROLLMENT  
ASSESSMENT  
GOAL SETTING:**  
Tests of Adult Basic  
Education



**2 ENTRANCE  
TEST**  
Test of  
Adult Basic  
Education

**3 ADULT BASIC ED**  
Education,  
Training, and  
Employment Goals

**4 ADULT  
SECONDARY ED**  
Classroom  
and Employer  
Instruction +  
Career Awareness

**5 HSE DIPLOMA**  
Pass High School  
Equivalence Test,  
if needed.

**6 INDUSTRY  
CERTIFICATIONS**

WorkINdiana — 14 weeks or less

Integrated Education and Training



# INDIANA ADULT EDUCATION



**Some Quick Math:  $9,000 - 4,800 = 4,200$**



# High Wage – High Demand Jobs in Indiana

About half will require more than a high school diploma, but **less than** a 4-year degree

## Credentials Required

- Certificates
- Technical Certificates
- Associates Degrees
- Industry Certification

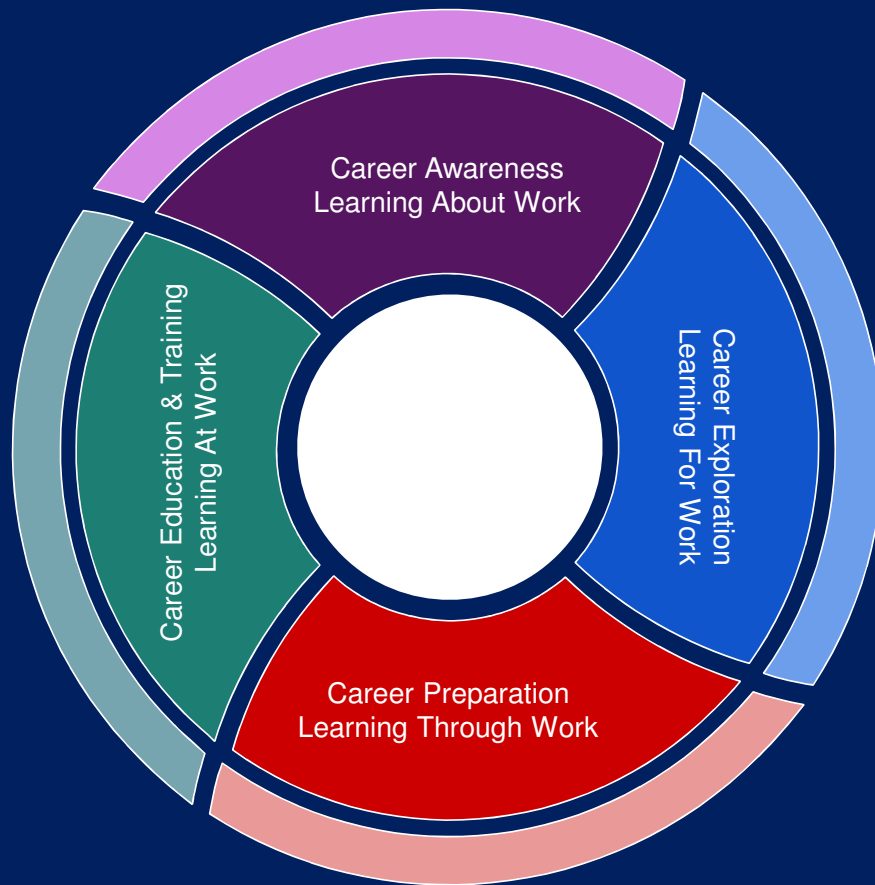
Is this really “less than”?



9 of the High Demand  
Jobs in Manufacturing  
Average: \$64K

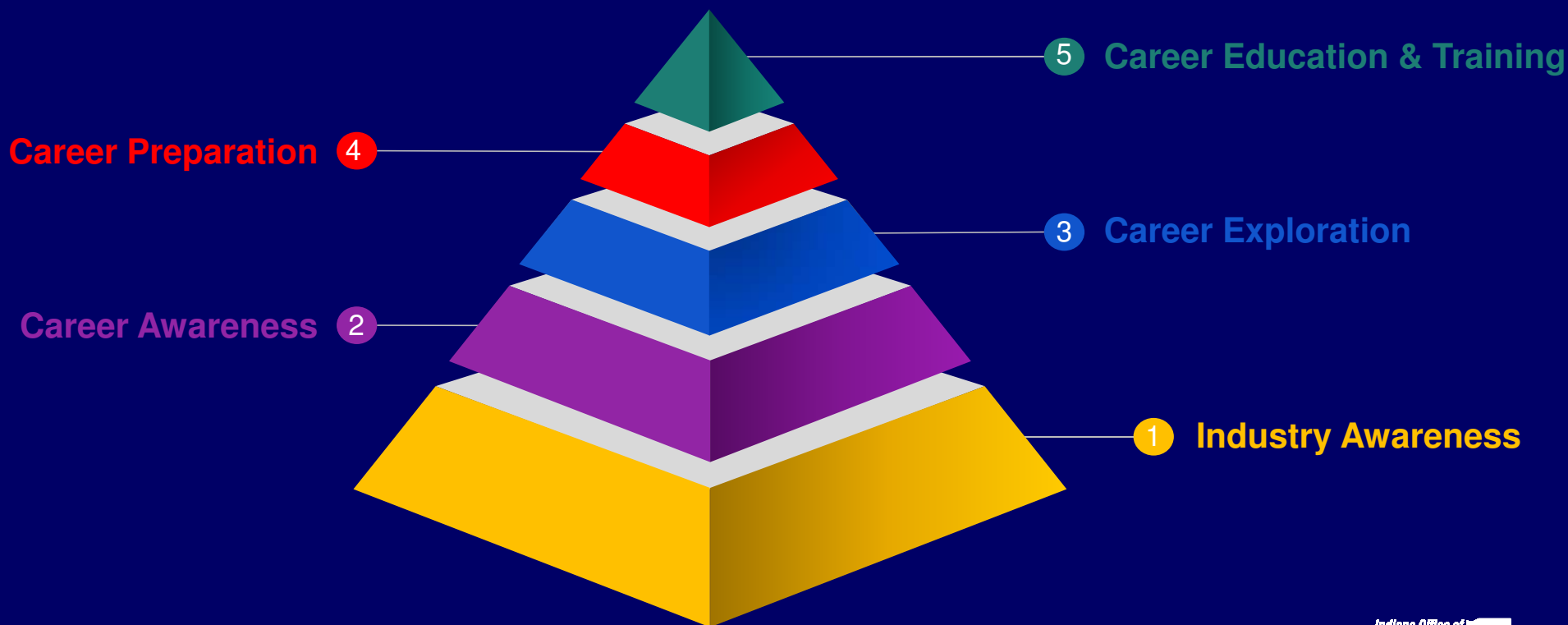


# Work-Based Learning Continuum





# FROM EXPLORATION TO EXPERIENCE





# Work Based Learning with Secondary Ed.

## 8th

Industry Awareness

Learning About  
Work

- Indiana Career Explorer
- Career Fairs
- Interest inventories
- Lunch and learns
- Classroom visits

## 9th

Career Awareness  
with Exploration

Learning About  
Work

- Job Shadow
- Industry Tours
- Career Presentations
- Guest Speakers
- Career Fairs

## 10th

Career Exploration

Learning For Work

- Career Research
- Job Shadow
- Career Counseling
- Industry/College Visits
- Project Based Learning

## 11th

Career Preparation

Learning Through  
Work

- Clinical Experiences
- Internship
- Job Shadow
- Resume Writing
- Interviewing

## 12th

Career Training  
Learning at Work

Learning At Work

- Internship
- Pre Apprenticeship
- Capstone Projects
- OJT
- Registered Apprenticeship



# CAREER AWARENESS: LEARNING ABOUT WORK

Students **increase their awareness** of career options and build a strong foundation for understanding their strengths and interests and which career paths align.

## Examples:

- Career Presentations
- Guest Speakers
- Career Fairs





# CAREER EXPLORATION: LEARNING FOR WORK

Career Exploration provides individuals with **short term**, direct interaction with partners, and the opportunity to **explore career options** in a way that contributes to motivation for learning and informs students' decisions about further experiences and educational options.

## Examples:

- Job Shadow
- Career Mentorship
- Career Counseling
- Work-Based Problem Solving
- Industry Tours





# HIGH SCHOOL INDUSTRY TOURS

1. Students Interested Career Clusters are Identified
2. Students are Assigned to a Tour from one of their top 3 cluster choices
3. Students tour facilities and learn about occupations

## **Construction Tour:**

Associated Builders & Contractors (ABC)

Gaylor Electric

Ryan Fire Protection



# CAREER PREPARATION: LEARNING THROUGH WORK

Career Preparation experiences **support** college and career readiness and include extended direct interaction with professionals from industry and the community. These experiences are designed to give individuals **supervised practical application of skills and knowledge** and often occur in CTE courses.



## Examples:

- Clinical Experiences
- Extended Learning
- Instructional Worksite Learning
- Internships

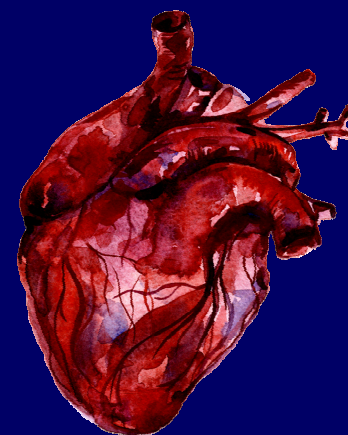


# INDUSTRY TEACHING CURRICULUM

*Project Lead The Way Coursework*

## **IU Saxony Health**

- Dr. Lambert (cardiologist) provides lectures on the Golden Hour
- Students review EKGs and tour Cath Lab
- Demonstration of heart catheters, stents and balloons
- Students get hands-on experience





# MICRO INTERNSHIPS

- Class divided into two groups
- First group remains in the classroom participating with regularly scheduled instruction
- Second group is placed at Internship worksite
- After 2 weeks, groups switch activities
- Schedule allows 5 business partners to support a program of 20 students





# CAREER EDUCATION & TRAINING: LEARNING AT WORK

Career Training experiences prepare individuals for employment in a specific range of occupations.

## Examples:

- On-the-Job Training
- State Earn and Learn
- Pre-Apprenticeship
- Registered Apprenticeship





# DOL Registered Apprenticeship



Business Involvement

Structured On-The-Job Training

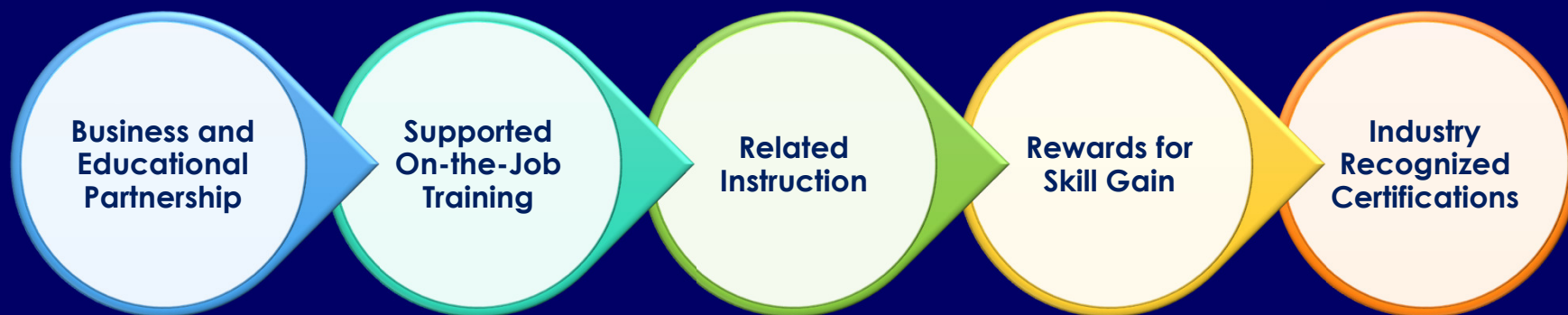
Related Instruction

Rewards for Skill Gain

National Occupational Credential



# CERTIFIED STATE EARN & LEARN



- Structured
- Scalable
- Flexible
- Sustainable Partnerships

- Industry Certifications
- Adult and Youth Programs
- Short-Term & Long-Term
- Certificate/Degree Completion



# STATE EARN & LEARN CERTIFICATION PROCESS

## 1) Needs Assessment

1. Business Consultant or Regional Director report
2. OWBLA staff review
3. Follow up meeting(s) as needed

## 2) Verification of Key Economic Sector Alignment

1. Demand data
2. Regional/local needs

## 3) Legal Compliance/Standing with State of Indiana

Indiana Secretary of State  
Indiana Department of Labor  
Indiana Department of Revenue  
Indiana DWD UI tax review

## 4) Solution Development

Identify appropriate pathway/program  
On the job training component (OJT)  
Related instruction (RI)  
Required industry certifications  
Required licenses



# SEAL CERTIFICATION PROCESS CONTINUED...

## 5) Education and Training Resources

- Approved college or related instruction provider (OCTS & ETPL)
- OJT provider
- Verify that RI and OJT meet position requirements from company
- Verify that RI and OJT meet regulatory requirements
- Verify that RI and OJT meet industry certification requirements

## 6) Conformance Requirements

- Knowledge/competency examination
- Skills examination

## 7) Partnership Plan

- In place for sustainment of candidates
- Adult source(s)
- Youth source(s)

## 8) Measured Outcomes

- Metrics and process identified
- Employer requirement to report

## 9) Funding Availability

- Business Services
- Other departments/sources





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# Solution Examples



# STATE EARN AND LEARN IN HEALTHCARE

H

## Certified Nurses Assistant:

(Semester 1: 270 Hours)

### Certifications:

Phlebotomy  
LEAN 6 Sigma Yellow Belt

### Work-Based Learning

(Semester 2: 270 Hours )

**Total:** 540 Hours RI/OJT

Grade 11

### IVY Tech:

HLHS 107  
PHLB 212  
PHLB 257

## Qualified Medical Assistant:

(Semester 1: 270 Hours)

### Certifications:

Patient Care Technician  
EKG Technician  
LEAN 6 Sigma Green Belt

### Work-Based Learning

(Semester 2: 270 Hours )

**Total:** 540 Hours RI/OJT

Grade 12

### IVY Tech:

HLHS 117  
HLHS 222  
CARD 206

HLHS 221  
CARD 205  
CARD 208

## Continuation of Healthcare Pathway:

### Graduating High School With:

#### Certifications:

7 Industry Recognized  
Certifications

### Work-Based Learning

1080+ Hours On the Job  
Experience

Post High School

### IVY Tech:

Up to 27 transferrable credits into  
post secondary programs

## COURSES AT SCHOOL

### 8<sup>th</sup> GRADE

- Science 8
- Exploring College & Careers

### 9<sup>th</sup> GRADE

- Planning for College & Careers (CTE\$)
- Biology

### 10<sup>th</sup> GRADE

- Integrated Chemistry/Physics or Chemistry
- WBL/Job Shadow/ Industry Tour

### 11<sup>th</sup> GRADE

- Anatomy & Physiology (CTE\$)
- Health Science I:
- WBL/Internship (CTE\$)

### 12<sup>th</sup> GRADE

- Biology 2
- Health Science II: Nursing
- WBL/Internship (CTE\$)



# Small Company – Big Results



## Pathways In Place

- Classroom Visits (No \$)
- Open Houses (Low \$)
- Job Shadowing (No \$)
- Internships (Low \$)
- Work-Study (No \$)
- Adult Ed with OJT (No/Low \$)
- State Earn and Learn

Adult DWD Program: 12 week work and learn CNC Machining Course; 20 hours of weekly OJT added to the regular Ivy Tech class/lab. **Result:** 100% full-time employment and retention for the students who participated in the OJT component.

Youth, High School Summer Internship: 6 week paid internship for high school juniors and seniors. **Result:** 86% hire and retention of eligible interns for the last three years.

Company Culture First: **Result:** Voluntary turnover last two years of 3-5%

Last 5 Years: Workforce Doubled, Sales Tripled



# Final Three Words

The Backbone of Success

P3

PUBLIC

PRIVATE

PARTNERSHIPS





# Thank You!

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**“Creating meaningful work-based learning solutions through engagement and partnerships with employers, education providers and agencies”**